

December 13, 1999

**MEMORANDUM FOR ALL DOE FEDERAL AND CONTRACTOR
EMPLOYEES**

**FROM: BILL RICHARDSON
SECRETARY OF ENERGY**

Subject: Zero Tolerance for Racial Profiling

In September, I established the Task Force Against Racial Profiling. Deputy Secretary Glauthier heads this effort. In the course of their work, Task Force members were instructed to observe and report on conditions in the DOE workplace and to make recommendations to me on actions to ensure that there will be no racial profiling in DOE workplaces. Accompanied by national Asian Pacific American leaders, the nineteen members of the Task Force have now completed extensive visits to a broad range of DOE workplaces and held a concluding Action Forum at headquarters. In addition, they have solicited best practices in diversity management from leading corporations, and the Task Force received extensive advice from the DOE community. I expect the action recommendations of the Task Force very soon, and I will act upon them as quickly as possible.

At this juncture it is appropriate that I reiterate emphatically my policy of zero tolerance of any form of racial profiling within the DOE workplace. I have announced previously and restate here that I will not tolerate any practices of a discriminatory nature, including the discriminatory application of any security procedures. Members of the Task Force adopted the following working definition of racial profiling: "any statement or activity which makes or suggests wrongful and hurtful judgments about an individual or group of individuals based solely on their ethnicity or color of their skins." I am committed to fairness and equity in the way we work together and as a foundation to the ways in which we lead and manage.

If anyone within the DOE complex observes or suspects racial profiling toward you or others, please contact the Task Force in confidence at (202) 586-8010 or (202) 586-7700. Task Force managers, Tom Tamura - Deputy

Director of MA and John Robinson - Senior Policy Advisor can be reached at these numbers respectively, or email your concern to Thomas.Tamura@hq.doe.gov and John.Robinson@hq.doe.gov

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